ROLES AND MISSIONS OF THE FIRST SERGEANT

(0101)

SGTMAJ
MASHBURN

-FIRST SERGEANTS COURSE-

EDUCATIONAL OBJECTIVES

a. HISTORY OF THE GRADE OF FIRST SERGEANT

b. ROLES AND MISSION OF THE FIRST SERGEANT

c. PURPOSE AND BACKGROUND OF THE FIRST SERGEANTS COURSE

HISTORY

THE RANK OF FIRST SERGEANT

INITIALLY APPEARED IN THE MARINE CORPS IN 1833 WHEN CONGRESS CREATED THE GRADE OF ORDERLY SERGEANT. IT WAS CREATED FOR TWO REASONS:

1. THERE WAS NO INTERMEDIATE RANK BETWEEN THE RANK OF SGT AND SGTMAJ.

2. TO PROVIDE A RANK FOR SERGEANTS ASSIGNED TO NAVAL VESSELS.

-HISTORY-

BOUNCING AROUND THE PAY CHART

BY THE CLOSE OF THE CIVIL WAR THE ORDERLY OR “1STSGTS” HAD VAULTED TO THE SECOND PAY GRADE.

PAY GRADES WERE OPPOSITE OF TODAY, AN E-1 WAS A SGTMAJ.

BY 1872 THE CORPS DROPPED THE TITLE OF “ORDERLY SERGEANT” ALL TOGETHER ….. OPTING FOR THE MORE DESCRIPTIVE TITLE OF “1STSGT.”

HISTORY

A CONFUSED PAY TABLE

1STSGT'S REMAINED IN THE SECOND PAY GRADE UNTIL 1893 ....

1STSGT'S RECEIVED A PAY RAISE OF THREE DOLLARS A MONTH ....

DRAWING TWO DOLLARS MORE THAN A SGTMAJ OR QUARTERMASTER SERGEANT

TO ADD TO THE CONFUSION A WARTIME MEASURE ENACTED ON 5 MAY 1898 ADDED THE GRADE OF GUNNERY SERGEANT

-HISTORY-

UNTANGLE THE WEB / ROUND 1

3 MARCH 1899 LAW ENACTED AUTHORIZING:

5 SGTSMAJ, 1 DRUM MAJOR, 20 QUARTERMASTER SGTS, AND 72 GYSGTS.

GYSGTS WERE PLACED ON PAR WITH 1STSGTS ...

HOWEVER GYSGTS MADE 10 DOLLARS A MONTH MORE ...

GIVING THEM THE HIGHEST ENLISTED PAY GRADE

-HISTORY-

10 JUNE 1921 - A LAW WAS ESTABLISHED REQUIRING ALL SERVICES TO CREATE 7 SEVEN PAY GRADES.

GRADE	CORRESPONDING RANK
1	SERGEANT MAJOR QUARTERMASTER SERGEANT
2	FIRST SERGEANT GUNNERY SERGEANT
3	NO CORRESPONDING MARINE GRADE
4	SERGEANT
5	CORPORAL
6	PRIVATE FIRST CLASS
7	PRIVATES, DRUMMERS, AND TRUMPETERS

HISTORY

MORE CHANGES

AROUND 1926-27 THREE SIGNIFICANT CHANGES WERE IMPLEMENTED CONCERNING THE RANK OF 1STSGT AND GYSGT:

1. BOTH REMAINED IN THE SECOND PAY GRADE, BUT THE ROLES WERE MORE CLEARLY DEFINED.
1STSGTS WERE IDENTIFIED AS THE "FIRST OR LEADING NCO OF THEIR ORGANIZATION.

2. ALL 1STSGTS HOLDING TECHNICAL WARRANTS/ BILLETS WERE REPLACED WITH GYSGTS.

3. CMC DIRECTED THAT ONLY 1STSGTS AND GYSGTS COULD BE SELECTED TO THE RANK OF SGTMAJ

HISTORY

TWO TYPES OF WARRANTS

TECHNICAL AND REGULAR WARRANTS

EVENTUALLY ONLY SGTSMAJ, QUARTERMASTER SGTS, PAYMASTER SGTS, 1STSGTS, AND SUPPLY SGTS COULD HOLD REGULAR WARRANTS.

SGTS AND ABOVE WITH REGULAR WARRANTS COULD ONLY BE REDUCED BY DIR OF CMC OR COURT MARTIAL.

STILL A HODGE-PODGE OF RANKS, TITLES, TECHNICAL AND REGULAR WARRANTS

HOW WE LOOKED JUST [illegible] START OF WWII:

GRADE	CORRESPONDING RANK
1	SGTMAJ, MGYSGT, MASTER TECHNICAL SGT QUARTERMASTER SERGEANT, PAYMASTER SGT
2	1STSGT, GYSGT, TECHNICAL SGT DRUM SGT, SUPPLY SGT
3	PLT SGT, SSGT
4	SGT, MESS SGT, CHIEF COOK, FIELD MUSIC SGT
5	CPL, MESS CPL, FIELD COOK, FIELD MUSIC CPL
6	PFC, ASSISTANT COOK, FIELD MUSIC FIRST CLASS
7	PVT, FIELD MUSIC

-HISTORY-

WWII

THE MARINE CORPS CONTINUED TO ADD A NUMBER OF SPECIALIST RATINGS (COMMISSARY, BAKER, CLERICAL)

ANOTHER MAJOR CHANGE WAS ONLY 1STSGTS COULD BE PROMOTED TO SGTMAJ

IN APRIL 1945 CMC ADDED TWO NEW GRADES ....

SGTMAJ (AVIATION) AND

1STSGT (AVIATION)

YET ANOTHER NEW SYSTEM
1 DEC 1946

GRADE	OLD RANK	NEW RANK
1	SGTMAJ, 1STSGT, MGYSGT, MASTER TECHNICAL SGT QUARTERMASTER SERGEANT, PAYMASTER SGT MASTER STEWARD, MASTER COOK	MSGT
2	GYSGT, TECHNICAL SGT, STEWARD 1STCLASS DRUM SGT, SUPPLY SGT, COOK 1ST CLASS	TECH SGT
3	PLT SGT, CHIEF COOK, STEWARD 2D CLASS COOK 2D CLASS, SSGT	SSGT
4	SGT, MESS SGT, CHIEF COOK, FIELD MUSIC SGT STEWARD 3D CLASS, COOK 3D CLASS	SGT
5	CPL, ASSISTANT COOK, FIELD MUSIC CPL, STEWARDS ASSISTANT 1ST CLASS	CPL
6	PFC, FIELD MUSIC FIRST CLASS, STEWARDS ASSISTANT 2D CLASS	PFC
7	PVT, FIELD MUSIC, STEWARDS ASSISTANT 3D CLASS	PVT

HISTORY

THE CAREER COMPENSATION ACT OF OCT 1949

INVERTED THE PAY GRADE NUMBERING SYSTEM ...
PLACING PVT AS E-1, PFC AS E-2, ETC.

IN DEC 1954 THE MARINE CORPS ANNOUNCED TWO ADDITIONAL TITLES WITHIN E-7 PAY GRADES ...
REESTABLISHING THE RANKS OF SGTMAJ AND 1STSGT.

THE ORDER OF SENIORITY BEING, SGTMAJ, 1STSGT, AND MSGT.

1958 AMENDING OF THE CAREER COMPENSATION ACT

ADDED THE PAY GRADES OF E-8 AND E-9

GRADE	CORRESPONDING RANK
9	SERGEANT MAJOR MASTER GUNNERY SERGEANT
8	FIRST SERGEANT MASTER SERGEANT
7	GUNNERY SERGEANT
6	STAFF SERGEANT
5	SERGEANT
4	CORPORAL
3	LANCE CORPORAL
2	PRIVATE FIRST CLASS
1	PRIVATE

ROLES AND MISSIONS

SENIOR ENLISTED ADVISER TO THE COMMANDER AT THE CO, BTRY, AND INDEPENDANT STAFF LEVEL

COMMANDERS PHILOSOPHY ON LEADERSHIP…

COMMANDERS INTENT…

COMMAND POLICIES

ROLES AND MISSIONS

GUIDING PRINCIPLES / CORE BELIEFS

1. LEAD BY EXAMPLE

2. DON'T HAVE FAVORITES …TREAT EVERYONE THE SAME.

3. BE A TEAM BUILDER …. YOUR UNIT SHOULD BE LIKE A FAMILY… SET THE RIGHT CLIMATE … IT SHOULD BE MARKED BY SELFLESS SERVICE AND A TOTAL DEVOTION TO DUTY…

ROLES AND MISSIONS

GUIDING PRINCIPLES / CORE BELIEFS CONT.

4. BE HONORABLE IN EVERYTHING YOU SAY OR DO.

5. BE CONSISTENT.

6. NEVER FORGET WHERE YOU CAME FROM.

7. MAKE A DIFFERENCE. YOU SHOULD TOUCH AS MANY LIVES AS YOU CAN. BE A POSITIVE INFLUENCE. MAKE THINGS BETTER.

ROLES AND MISSIONS

KNOW YOUR ROLE

AWARDS

PAY AND PROMOTIONS

DISCIPLINE / NJP

REENLISTMENT

CAREER ADVICE

CASUALITY CALLS

PME AND ANN TRG REQ

ROLES AND MISSIONS

KNOW YOUR ROLE CONT.

FITREPS / PRO AND CONS

DRILL AND CEREMONIES

RETIREMENT AND DISCHARGE

KEY VOLUNTEERS / LINKS / SPOUSE SUPPORT GROUPS

THE BOTTOM LINE IS ….

YOUR MISSION IS TAKING CARE OF MARINES!

PURPOSE & BACKGROUND OF THE 1STSGT'S COURSE

1STSGTS COURSE

LAST FORMAL COURSE HELD PISC IN 1982.

INTIALLY, THE ADVANCED COURSE WAS DESIGNED FOR MSGTS AND 1STSGTS AND WAS 11 WEEKS LONG.

THIS COURS IS IN RESPONSE TO A RECOMMENDATION MADE DURING THE 1995 SGTMAJ OF THE MARINE CORPS SYMPOSIUM.

IT IS DESIGNED FOR ALL NEWLY PROMOTED / SELECTED 1STSGTS.

QUESTIONS